

# EXHIBIT 00

## Faculty to Resident Evaluation



Afraaz R Irani, MD  
 Pgy 2  
 Palmetto Health  
 Orthopaedics  
 Ortho:SportsMed  
 9/1/2011 to 10/31/2011

EVALUATOR  
 Jeffrey Guy, MD  
 Attending  
 USC SOM (2MP)

## MEDICAL KNOWLEDGE:

## Intellectual Ability:

Retention, comprehension, abstraction, discrimination, logical thinking.

Unsatisfactory      Marginal      Satisfactory      Excellent      N/A

## OR Performance:

Exhibits knowledge of anatomy, physiology, pathology of case. Understands mechanics. Dexterity, efficiency, thoroughness. Concern for patient. Maintenance of professional OR atmosphere.

Unsatisfactory      Marginal      Satisfactory      Excellent      N/A

## Conference Performance:

Punctuality, organization, preparation. Demonstrates knowledge of current literature and treatments.

Unsatisfactory      Marginal      Satisfactory      Excellent      N/A

## Decision Making:

Makes informed decisions about diagnostic-therapeutic treatment based on patient information, preferences, up-to-date scientific evidence and clinical judgment. Develop and carry out patient management plans. Demonstrate investigatory and analytic thinking approach to clinical situations.

Unsatisfactory      Marginal      Satisfactory      Excellent      N/A

## PRACTICE-BASED LEARNING AND IMPROVEMENT:

## Technological Skills:

Uses information technology to manage information, access on-line medical information; and support their own education.

Unsatisfactory      Marginal      Satisfactory      Excellent      N/A

## ASSESSMENTS:

Investigates and evaluates patient care practices, appraises and assimilates scientific evidence, and improves their patient care practices.

Unsatisfactory      Marginal      Satisfactory      Excellent      N/A

Technical skills are below where they should be for his level. below average preparation for his level. Needs to bring himself up where he belongs ASAP

## PATIENT CARE:

## Judgment:

Common sense, decisiveness, ability to draw sound conclusions, willingness to admit mistakes. Regard for patient's needs and life conditions.

Unsatisfactory      Marginal      Satisfactory      Excellent      N/A



**Caring:**

Compassionate, appropriate and effective care of patients for the treatment of health problems and the promotion of health.

Unsatisfactory

Marginal

Satisfactory

Excellent

N/A

**Communication:**

Gather essential and accurate information about patients; work with health care professionals to provide patient focused care.

Unsatisfactory

Marginal

Satisfactory

Excellent

N/A

*Judgement seems to be where he gets into the most trouble. Seems to be unable to foresee where his decisions may get him into trouble. Significant improvement is critical to his success as a resident*

**INTERPERSONAL AND COMMUNICATION SKILLS****Communications Skills: Oral**

Clarity of expression, articulateness, grammar. Skills that allow for effective information exchange with patients, their families and other health professionals.

Unsatisfactory

Marginal

Satisfactory

Excellent

N/A

**Communications Skills: Written**

Must observe and document observations accurately and in good time. Progress, operative, and discharge notes should be written completely and promptly.

Unsatisfactory

Marginal

Satisfactory

Excellent

N/A

**Relating to Patients:**

Interested, honest and understanding. Explains clearly and to the patient's satisfaction details related to diagnosis, proposed treatment, and implications.

Unsatisfactory

Marginal

Satisfactory

Excellent

N/A

*Oral communication depends on who he's speaking with. Written notes in charts are illegible despite bringing this to his attention. Seems appropriate with patients in the office and the OR.*

**PROFESSIONALISM****Concern for Others:**

Sensitivity to and consideration of others, tactfulness. Committed to ethical principles and sensitivity to a diverse patient population ( culture, age, gender, disabilities).

Unsatisfactory

Marginal

Satisfactory

Excellent

N/A

**Reliability:**

Acceptance of responsibility, punctuality, availability.

Unsatisfactory

Marginal

Satisfactory

Excellent

N/A

**Integrity:**

Honesty, discretion, accountability to patients, society, and the profession; a commitment to excellence and on-going professional development.

Unsatisfactory

Marginal

Satisfactory

Excellent

N/A

**Appearance:**

Poise, alertness, cleanliness, appropriateness of dress.

Unsatisfactory

Marginal

Satisfactory

Excellent

N/A

**Ethical Principles:**

A commitment to provision or withholding of clinical care, confidentiality of patient information, informed consent and business practices.

Unsatisfactory

Marginal

Satisfactory

Excellent

N/A

**Professional Promise:**

Desirability of letting this person treat you or your family.

Unsatisfactory

Marginal

Satisfactory

Excellent

N/A

*resident has been late on multiple occasions and on some occasions has unconfirmable excuses. Overall integrity needs to improve with his peers and staff*

**SYSTEM-BASED PRACTICE****Resourcefulness:**

Management of available resources. Understand roles of support personnel and makes maximum use of their assistance. Resourcefulness in obtaining information about patients.

Unsatisfactory

Marginal

Satisfactory

Excellent

N/A

**System of Health Care:**

Ability to demonstrate an awareness and responsiveness to the larger context and system of health care. The ability to effectively call on system resources to provide care for optimal value. Advocate for quality patient care and help patients deal with system complexities.

Unsatisfactory

Marginal

Satisfactory

Excellent

N/A

What does this resident do well?

*Very Pleasant personality and appears to receive criticism well.*

How could this resident improve?

*I believe he needs to re-evaluate if orthopedics is what he really wants to do. I believe he is an amazing person, possibly in the wrong expertise. On speaking with him, I'm not sure he doesn't agree. I believe him to have a genuine and warm personality locked into an orthopedic closet trying to get out. I enjoy our conversations. Serious reservations of where he is in life right now.*

**OVERALL RATING:**

Unsatisfactory

Marginal

Satisfactory

Excellent

N/A

*I believe he is significantly below where he should be at his level. Very intelligent. The rest of his skills need significant improvement.*

Jeffrey Guy (Evaluator) signed and submitted this document on 1/29/2012 1:39:49 PM 

David Koon Jr. (Subject's Program Director) signed this document on 1/31/2012 8:21:52 AM 

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